



COMMISSION ON HUMAN RELATIONS
CITY OF CHICAGO

MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Mona Noriega
Commissioner

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-02 Budget

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Brendan Reilly asked did your department participate in zero based budgeting and what did it consist of.

The CCHR only participated in zero based budgeting on a limited scale in preparation of our budget. We used it to determine the budget request for dues and subscriptions, and conferences and travel. Most of our budget lines are fixed, and we budget for hearing and mediation costs based on the number of complaints we anticipate receiving.

As always, please let me know if you have any further questions.



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From: Mona Noriega
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Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-02 Services

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Brendan Reilly asked are there any outsourced services in your department and can you provide a brief description.

The CCHR has not outsourced any of the services we provide. However, we do contract with our hearing officers and mediators on a case-by-case basis, but this system has always been in place to ensure neutrality in the handling of discrimination complaints filed with CCHR. CCHR staff have never been assigned these duties.

As always, please let me know if you have any further questions.



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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-03 Partnership

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

The Commissioner reported on working in partnership with CPD Lieutenant Benigno, Center on Halsted, and the National Alliance on Mental Illness on curriculum and training for the Chicago Police Department sergeants, lieutenants, and commanders. Alderman Mitts requested the name of the officer with whom the CCHR has been working with.

Lieutenant John "Jack" Benigno
Commanding Officer
Instructional Design & Quality Control Section
Chicago Police Department
Education and Training Division
1300 W. Jackson Blvd., Chicago, IL 60607
(312) 746-8310 Ext. 149
john.benigno@chicagopolice.org

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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-04 Hate Crimes

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

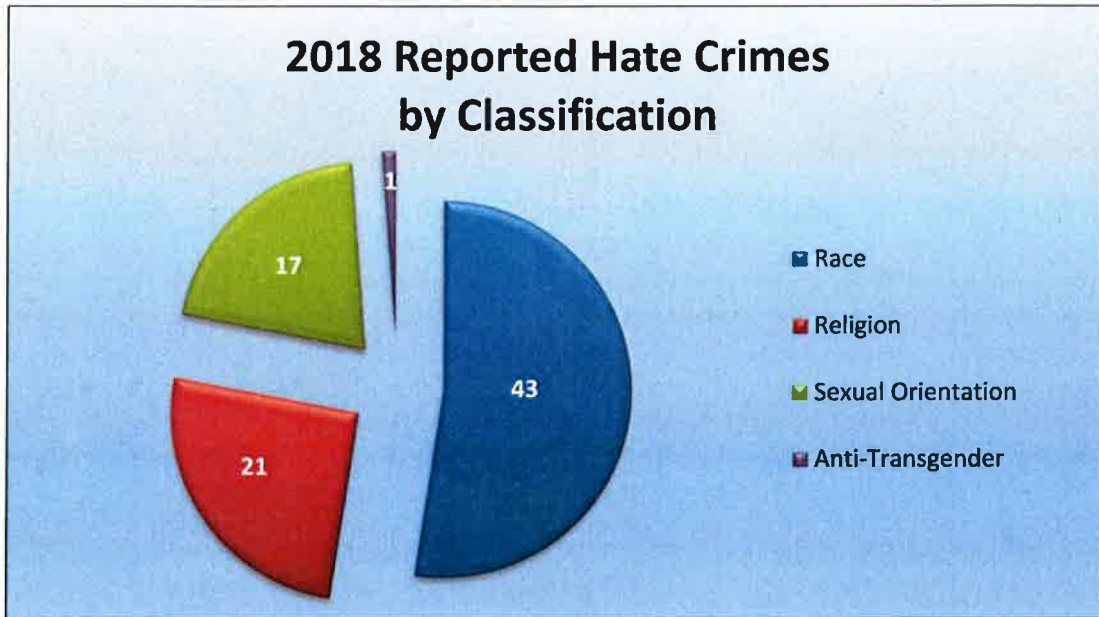
Alderman Tunney asked the Commissioner to provide statistics on hate crimes.

The CCHR receives statistics on hate crimes that are reported to the CPD from the CPD's Civil Rights Unit so that we may provide support services to victims of hate crimes. At the hearing, I reported the number of hate crimes that had been reported to the CCHR as of November 2nd. A total of 77 hate crimes have been reported year to date, compared to 48 that were reported at this same date in 2018. See the next page for chart of stats mentioned in the department hearing. For earlier stats on hate crimes I have included two more charts that we had included in the CCHR's 2018 Annual Report, pages 21 and 22.

As always, please let me know if you have any further questions.

2018 Reported Hate Crimes

In 2018, there were 82 reported hate crimes in Chicago, an increase from the 74 reported in 2017. Of those reported, 43 were based on race, 21 religion, 17 sexual orientation and 1 anti-transgender (see chart below).¹



While 82 reported hate crimes in the city the size of Chicago may not seem like a cause for alarm when compared to statistics for more violent crimes, the CCHR remains concerned that the incidents reported may only reflect a larger problem of hate crimes that go unreported. Several factors impact the accurate reporting of hate crimes including:

- Fear of retaliation
- Mistrust of police based on historical, cultural or personal reasons
- Fear of deportation for undocumented victims
- Lack of trust or confidence in the criminal justice system
- Fear of having one's sexual orientation made public

The CCHR along with its partners against hate, work to educate and provide support to the community to encourage the reporting of hate crimes. Perpetrators of hate crimes must be held accountable for their actions for hate crimes to be reduced and eliminated in our city.

¹ As reported to the CCHR by the Chicago Police Department

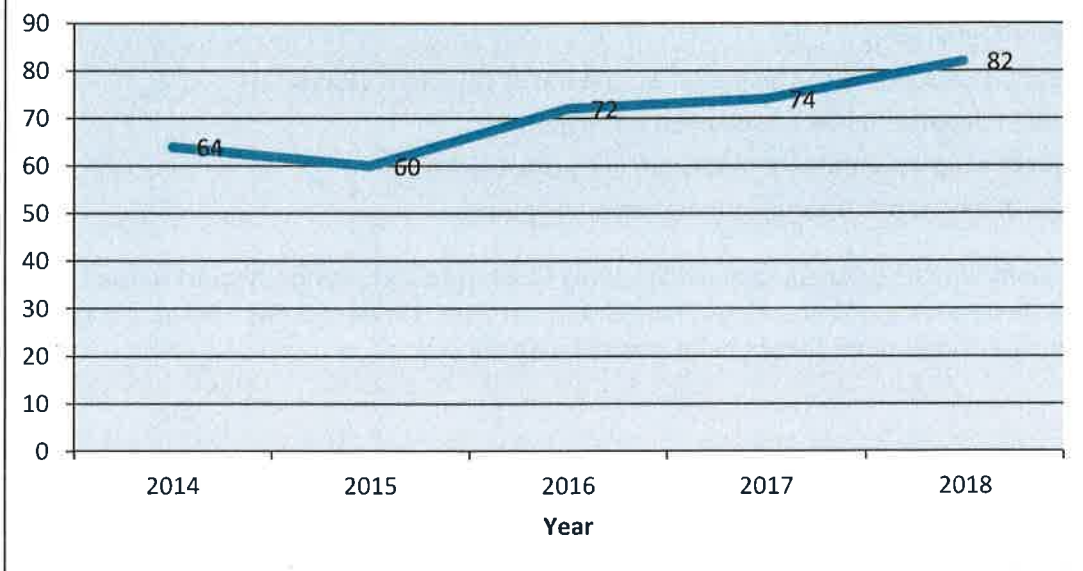
The Trump Effect?



Since the presidential campaign of 2016, Donald Trump has been outspoken in his stance against undocumented immigrants, and Muslims in general. Campaigning on a platform to ban Muslims from the U.S, build a wall at the U.S./Mexico border, and a campaign slogan to “Make America Great Again,” he has energized a conservative base of the population, and alienated many others. It has been argued that his political statements and actions as president have negatively impacted race relations, while empowering white supremacists and hate groups.

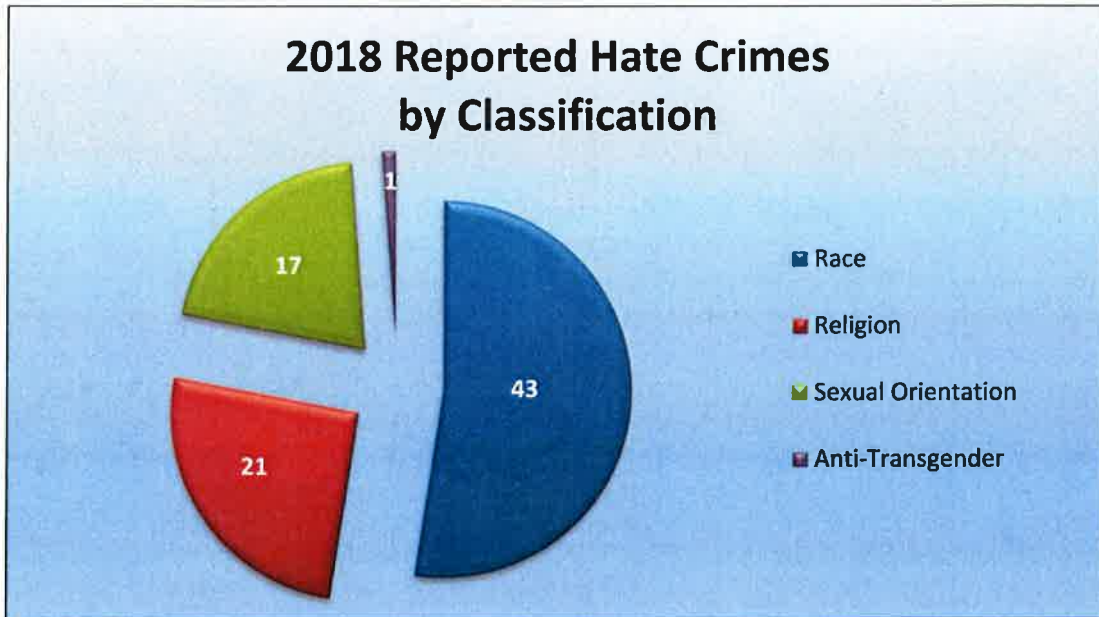
The CCHR stands with Mayor Emmanuel who has stated, “Hate has no place in Chicago,” and we will continue to fight against hate crimes and discrimination, and work to build bridges between all communities.

Hate Crimes Reported 2014-2018



2018 Reported Hate Crimes

In 2018, there were 82 reported hate crimes in Chicago, an increase from the 74 reported in 2017. Of those reported, 43 were based on race, 21 religion, 17 sexual orientation and 1 anti-transgender (see chart below).¹



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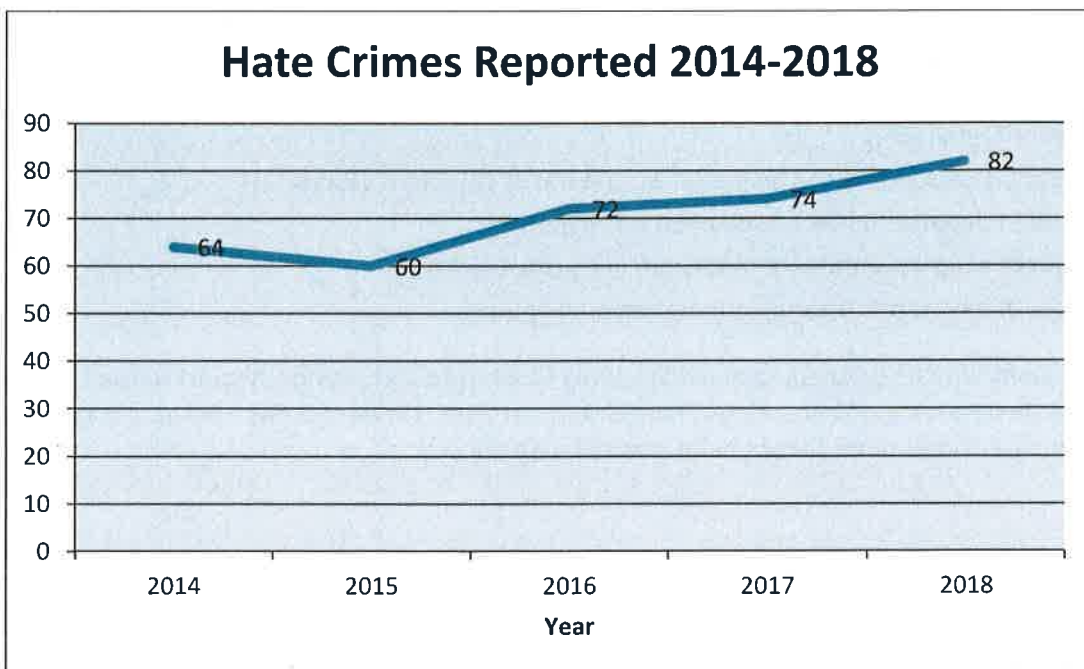
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Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-05 Strategy

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Andre Vasquez asked for a budget for a communication strategy for CCHR initiatives.

As the idea for this initiative came about during the budget hearing, the CCHR has not yet developed a communication strategy for which we can provide specific details. However, one aspect of such a campaign that the department has researched is the cost of purchasing ad space on CTA trains and buses. The cost for one horizontal sign varies from \$45 - \$100 per sign for a four-week period. Ideally the signs would be on both trains and buses in every community. Thus, we will have to speak with CTA's marketing representative to develop a plan and a budget for this piece of the campaign.

We would also include public service announcements on radio and television, and a billboard component as part of the campaign. This will require reaching out to the media outlets to inquire about opportunities for PSAs and billboard time.

While this is a very worthwhile initiative, we will need additional time to develop a thoughtful and effective communications strategy.

As always, please let me know if you have any further questions.



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ID#: 45-06 311 Response

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Raymond Lopez asked for a breakdown of the 311 data in the aldermanic binder.

As we discussed at the budget hearing, the 311 Service Request Response Times provided to the aldermen reflects those requests that are forwarded to our department by 311. Thus, the figures do not reflect work performed by the department that may come to us in other ways such as direct calls for assistance, referrals from other agencies, etc. There are three specific areas where the 311 service request form requires further clarification:

Hate Crimes: As of Nov. 6, 2019, there were 77 hate crimes reported to the CCHR by the Chicago Police Department. The figure of 17 provided in the report only reflect the number of service requests received from the public in relation to hate crimes.

Outreach: Similarly, there were 85 service requests received by the CCHR from 311 related to outreach. However, the department's actual outreach includes 509 presentations and 64 tabling events.

Training Workshop: The report referenced 12 service requests related to training workshops. However, the CCHR has provided 47 training workshops to date.

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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-07 Cost

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Raymond Lopez asked for the average cost to assist victims of hate crimes.

While there is no specific dollar figure we can actually equate to the victim assistance work conducted by the CCHR, we have made an attempt to provide an accurate estimate based on the pay rate of the staff providing this service, the percentage of time spent providing this service including administrative duties, and the actual numbers of hate crimes reported to the CCHR by the Chicago Police Department.

Based on the 77 reported hate crimes for 2019, this equates to a cost of \$1,010 per reported hate crime.

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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 45-08 Complaints

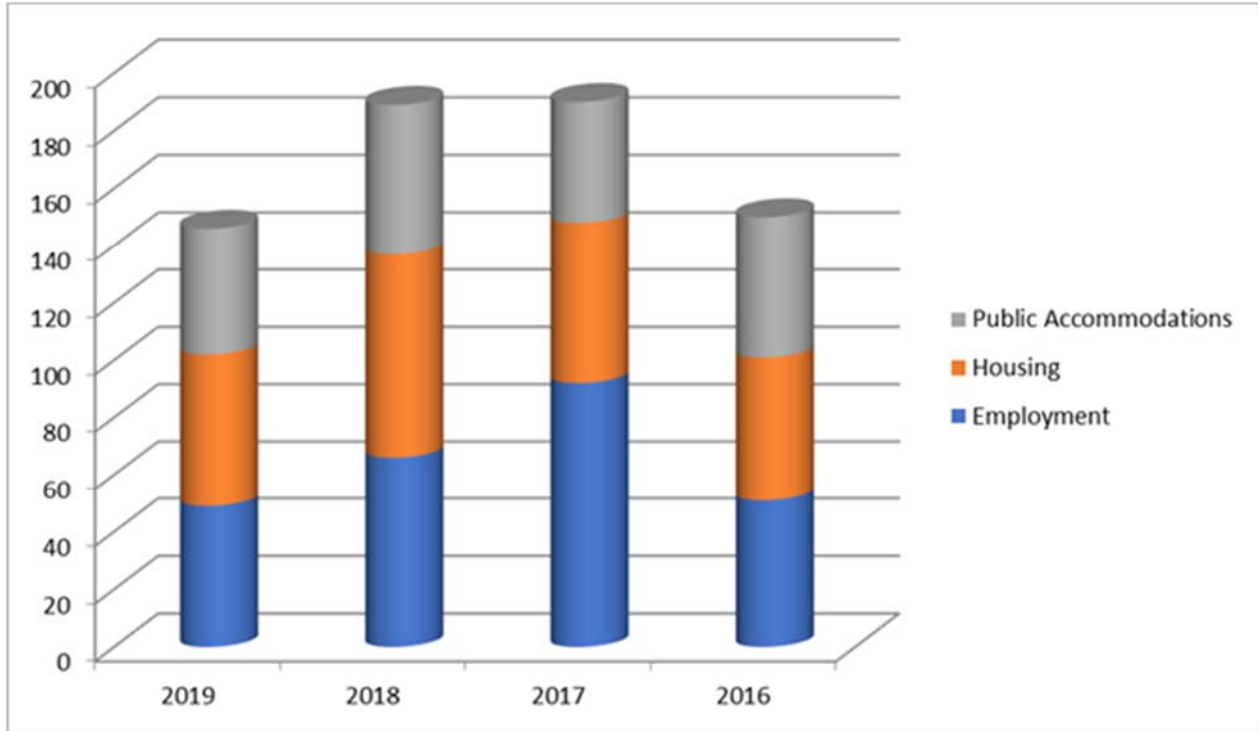
The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Thompson asked the Commissioner to provide 4 years of discrimination complaints received at the CCHR.

The CCHR receives and investigates complaints of discrimination that have occurred in the City of Chicago, in the last 300 days, in the areas of employment, housing and public accommodations. The following chart shows the comparison of complaints received as of November 4 in 2019, 2018, 2017 and 2016.

I have also included the chart in the CCHR's 2018 Annual Report, page 7, that compares total end of year number of complaints received for 2018, 2017, 2016, 2015, and 2014.

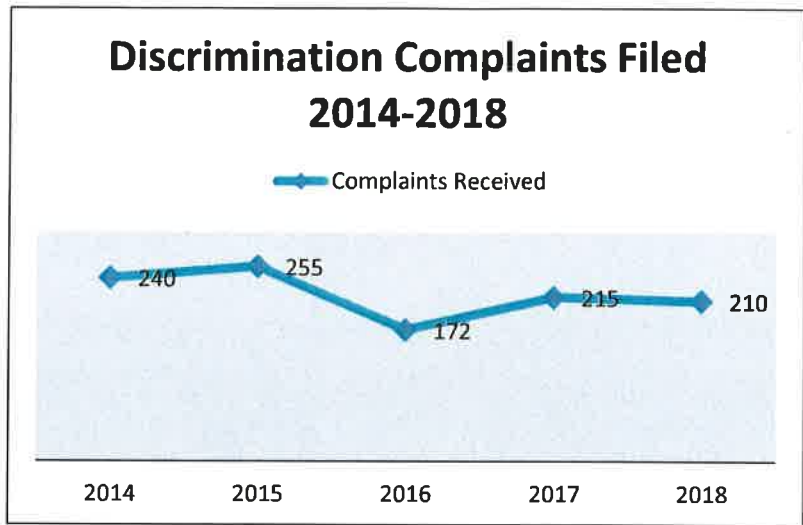
Total Complaints Received 2016-2019 (year-to-date, as of November 4)



<u>Year</u>	<u>Employment</u>	<u>Housing</u>	<u>Public Accommodations</u>
2019	49	53	44
2018	66	71	52
2017	92	56	42
2016	51	50	49

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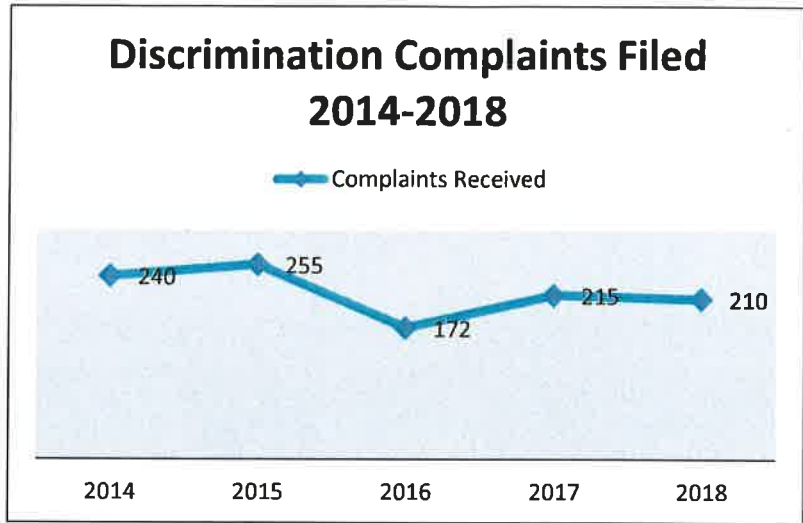
Each step is described in detail in the following pages. If the investigation of a discrimination complaint reveals substantial evidence of an ordinance violation, the CCHR will conduct an administrative hearing. Following the hearing, the hearing officer will prepare a recommended ruling which is presented to the CCHR Board of Commissioners for review. If the Board of Commissioners rules that discrimination has occurred, violators can be ordered to:



- Pay fines to the City of Chicago, up to \$1,000 per violation.
- Take specific actions to address discriminatory practices (injunctive relief).
- Pay damages to the Complainant for out-of-pocket losses and emotional distress.
- Pay punitive damages to the Complainant in appropriate cases.
- Pay the Complainant’s attorney fees.



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ID#: 45-09 Strategy

The attached information is in response to questions posed at our department's hearing on November 6, 2019 to discuss the proposed 2020 budget.

Alderman Jeanette Taylor asked for an estimate for an advertising campaign for CCHR services.

As the idea for this initiative came about during the budget hearing, the CCHR has not yet developed an advertising campaign strategy for which we can provide specific details. However, one aspect of such a campaign that the department has researched is the cost of purchasing ad space on CTA trains and buses. The cost for one horizontal sign varies from \$45 - \$100 per sign for a four-week period. Ideally the signs would be on both trains and buses in every community. Thus, we will have to speak with CTA's marketing representative to develop a plan and a budget for this piece of the campaign.

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